

May 3, 2024

## Annual Report 2023-24

### Faculty Senate Status of Women Committee

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The FSSW current committee membership

#### **Chair**

Nilgun Anadolu-Okur, CLA

#### **Members**

Shohreh Amini, CST, 1-0604, [shohreh.amini@temple.edu](mailto:shohreh.amini@temple.edu), 2025\*\*

Nilgun Anadolu-Okur, (Chr.) CLA, 1-8513, [nilgun.anadolu-okur@temple.edu](mailto:nilgun.anadolu-okur@temple.edu), 2027\*\*

Katey Burke, CEHD, 1-4317, [kburke@temple.edu](mailto:kburke@temple.edu), 2026\*\*

Christine Cleaver, STHM, [christine.cleaver@temple.edu](mailto:christine.cleaver@temple.edu), 2025\*\*

Sarah Cordes, CEHD, 1-6332, [sarah.cordes@temple.edu](mailto:sarah.cordes@temple.edu), 2027\*\*

Shreyasee Das, CLA, [shreyasee.das@temple.edu](mailto:shreyasee.das@temple.edu), 2026

Alexa Firat, CLA, 1-8268, [alexa.firat@temple.edu](mailto:alexa.firat@temple.edu), 2025\*\*

Beth Heuer, CPH, [beth.heuer@temple.edu](mailto:beth.heuer@temple.edu), 2025

Beata Kosmider, LKSM, 2-9084, [beata.kosmider@temple.edu](mailto:beata.kosmider@temple.edu), 2024

Olena Mishchuk, CST, 1-4747, [olena.mishchuk@temple.edu](mailto:olena.mishchuk@temple.edu), 2025

Dieu Nguyen, CLA, [dieu.nguyen@temple.edu](mailto:dieu.nguyen@temple.edu), 2024\*\*

Daniela Proca, LKSM, 2-4812, [daniela.proca@temple.edu](mailto:daniela.proca@temple.edu), 2024

Carolyn Adams, Consultant, [carolyn.adams@temple.edu](mailto:carolyn.adams@temple.edu)

There has been no changes in the membership in 2023-24 year.

Plans for fall 2024 and spring 2025:

New Business:

1. The committee is planning to organize a one-day conference on the proposed topic:

“Women in Academia: Challenges and Benefits.”

We want to invite two key-note speakers, and have one panel with panelists and a moderator.

Please support and join us for the planning of the forthcoming conference. We would like this conference to be a collective effort among all Faculty Senate committees.

Our sub-committee is established under the leadership of Olena Mishchuk, from CST. She volunteered for the initiative, which we appreciated. During our last meeting in April we announced our goals; we are trying to establish, among our members, a sub-committee who will be working on the conference, locating funds, reach out to co-sponsors, and organizing the luncheon.

2. \* We are requesting funds (any amount) from the Faculty Senate in order to be able to organize the conference, and bring two prominent speakers. Please do not hesitate to act on behalf of the committee to secure funds, or suggest co-sponsors. Contact: [anadolu@temple.edu](mailto:anadolu@temple.edu)
3. Meanwhile I was asked by the Vice-President of the Faculty Senate to serve another term, which I accepted. Thank you for your trust in my work at the FSSW committee which is in agreement with what I teach, write and think about, constantly. At Temple University, Women Faculty's work is precious; women faculty have to be encouraged, fully supported, and praised for their achievements.
4. The committee met - via zoom- twice in fall 2023, and three times in spring 2024. The committee attendance is stable; some members are teaching almost every day; they are very busy, and cannot reserve time for the committee. This being said, in spring 2024 I organized two zoom meetings, one of which took place two-days in a row. The last meeting (#3) was an individual meeting just before the end of the semester. Scheduling a committee meeting for two-days in a row, proved to be a great idea. Despite its "time-consuming" quality, I believe it is very important to hear everyone, and make it convenient for all members' attendance. For my committee, this strategy worked very well, and helped all members, while I was happy to be able to meet and listen to all.
5. Primarily, the issues addressed by the committee were the same as of last year. The following are gathered from the minutes of the committee and they represent the genuine thoughts of the members. There is a consensus within the group about these issues and remain hopeful that TU will bring improvements in 2025.
  - Pay in-equity between men and women;
  - tenure and promotion in-equity between men and women;
  - heavier workload; increased number of student advising;
  - lack of mentorship by senior faculty, chairs and deans, towards junior women faculty before and during tenure/promotion application process.

Respectfully submitted,

Dr. Nilgun A. Okur  
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